ASPIRA, INC. OF NEW JERSEY

SPECIAL MEETING OF BOARD OF DIRECTORS

July 9, 1986

Present

Rafael Valentin
Diane Maldonado-Carvajal
Elsa Nuñez-Marmack
Carlos Hernández
Raul Mattei
Margarita Echevarria
Maria Santiago Mercado

Unfinished Business from the May 28, 1986 Meeting

Mr. Valentin reported that the purpose of the meeting was to act on an unresolved attendance matter involving two Board members. According to the By-Laws, and consistent with prior practice, an invocation of the attendance policy should have occured at the June meeting based on the accumulated absences of Ms. Mercado and Mr. Vega.

Discussion focused on a number of issues including the inconsistency with which the policy had been invoked in the past. Ms. Mercado stated that the By-Laws might be suspended for the purpose of achieving an expeditious resolution of the matter.

Ms. Maldonado-Carvajal recommended the invocation of the attendance policy in the case Mr. Vega. There was a unanimous vote for policy invocation in this matter.

Ms. Mercado's absence were discussed. It was concluded that an extenuating circumstance - a death in the family existed at the time of her second absence which was reported to a Board member but not the full Board. The Board agreed that as a result of the information provided, Ms. Mercado in fact had only two absences and there was, therefore, no need to invoke the policy.

The Board discussed planning for the upcoming dance and Ms. Echevarria agreed to serve as Chair of the Dance Committee.

SPECIAL MEETING OF BOARD OF DIRECTORS (Cont.)
July 9, 1986

Attendance Policy

The Board discussed the attendance policy. The discussion indicated that there exists concern about its reasonableness and impact. Sentiment was expressed that the Board should review the policy immediately. Mr. Hernandez moved that the full Board meet on July 28 at 6:00 P.M. to review and propose revisions to the By-Laws. The motion was seconded by Ms. Maldonado-Carvajal and passed unanimously. In order to review the salary-compensation package, it was agreed that the Fiscal Officer would be asked to provide current staff salary compensation for the Finance Committee.

Retreat

The date of the Board retreat was set for August 16, 1986 at the Rutgers Labor Education Center.

Mr. Hernandez moved to adjourn; Mr. Mattei seconded the motion.

Minutes submitted by:

Carlos Hernandez

CH/ja